

8 2. To discriminate against any person because of his race, color,
9 creed, religion ~~or~~ national origin, *or disability*, in the terms, conditions
10 or privileges of the sale, rental, lease assignment or sublease of any
11 real property or housing accommodation or any part, portion or
12 interest therein.

13 3. To directly or indirectly advertise, or in any other manner indi-
14 cate or publicize that the purchase, rental, lease, assignment, or sub-
15 lease of any real property or housing accommodation or any part,
16 portion or interest therein, by persons of any particular race, color,
17 creed, religion, ~~or~~ national origin, *or disability* is unwelcome, objec-
18 tionable, not acceptable or not solicited.

1 SEC. 6. Chapter one hundred five A (105A), Code 1971, is
2 amended by adding thereto the following section:

3 After a handicapped individual is employed, the employer shall not
4 be required under this chapter to promote or transfer such handi-
5 capped person to another job or occupation, unless, prior to such trans-
6 fer, such handicapped person by training or experience is qualified for
7 such job or occupation. Any collective bargaining agreement between
8 an employer and labor organization shall contain this section as a
9 part of such agreement.

1 SEC. 7. Section one hundred five A point five (105A.5), subsec-
2 tions five (5) and seven (7), Code 1971, are amended to read as fol-
3 lows:

4 5. To issue such publications and reports of investigations and re-
5 search as in the judgment of the commission shall tend to promote
6 good will among the various racial, religious, and ethnic groups of the
7 state and which shall tend to minimize or eliminate discrimination in
8 public accommodations, employment, apprenticeship and on-the-job
9 training programs, vocational schools, or housing because of race,
10 creed, color, sex, national origin, religion, ~~or~~ ancestry, *or disability*.

11 7. To make recommendations to the general assembly for such fur-
12 ther legislation concerning discrimination because of race, creed,
13 color, sex, national origin, religion, ~~or~~ ancestry, *or disability* as it may
14 deem necessary and desirable.

Approved March 22, 1972.

CHAPTER 1032

AGE DISCRIMINATION IN EMPLOYMENT

S. F. 274

AN ACT relating to age discrimination in employment.

Be It Enacted by the General Assembly of the State of Iowa:

1 SECTION 1. Section one hundred five A point seven (105A.7), sub-
2 section one (1), Code 1971, is amended as follows:

- 3 1. It shall be an unfair or discriminatory practice for any:
 4 a. Person to refuse to hire, accept, register, classify, or refer for
 5 employment, to discharge any employee, or to otherwise discriminate
 6 in employment against any applicant for employment or any em-
 7 ployee because of the *age*, race, creed, color, sex, national origin, or
 8 religion of such applicant or employee, unless based upon the nature
 9 of the occupation.
 10 b. Labor organization or the employees, agents, or members thereof
 11 to refuse to admit to membership any applicant, to expel any member,
 12 or to otherwise discriminate against any applicant for membership
 13 or any member in the privileges, rights, or benefits of such member-
 14 ship because of the *age*, race, creed, color, sex, national origin, or re-
 15 ligious of such applicant or member.
 16 c. Employer, employment agency, labor organization, or the em-
 17 ployees, agents, or members thereof to directly or indirectly advertise
 18 or in any other manner indicate or publicize that individuals of any
 19 particular *age*, race, creed, color, sex, national origin, or religion are
 20 unwelcome, objectionable, not acceptable, or not solicited for employ-
 21 ment or membership unless based on the nature of the occupation.

1 SEC. 2. Section one hundred five A point eight (105A.8), subsec-
 2 tion two (2), Code 1971, is amended as follows:

3 2. Any person to discriminate against another person in any of the
 4 rights protected against discrimination on the basis of *age*, race,
 5 creed, color, sex, national origin, or religion by this chapter because
 6 such person has lawfully opposed any practice forbidden under this
 7 chapter, obeys the provisions of this chapter, or has filed a complaint,
 8 testified, or assisted in any proceeding under this chapter.

1 SEC. 3. Section one hundred five A point fifteen (105A.15), Code
 2 1971, is amended as follows:

3 105A.15 **Sex provisions not applicable to retirement plans.** The
 4 provisions of this chapter relating to discrimination because of sex *or*
 5 *age* shall not be construed to apply to any retirement plan or benefit
 6 system of any employer unless such plan or system is a mere subter-
 7 fuge adopted for the purpose of evading the provisions of this chapter.

Approved March 17, 1972.

CHAPTER 1033

CONSERVATION COMMISSION AUTHORITY

S. F. 1172

AN ACT relating to the authority of the state conservation commission and providing a penalty.

Be It Enacted by the General Assembly of the State of Iowa:

1 SECTION 1. Section one hundred nine point one (109.1), Code 1971,
 2 is amended by adding the following new subsection:

3 " 'Commission' means the state conservation commission."